

4-H and Youth Development

4-H and Youth Development

V(A). Planned Program (Summary)

1. Name of the Planned Program

4-H and Youth Development

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
724	Healthy Lifestyle	20%	20%		
802	Human Development and Family Well-Being	20%	20%		
803	Sociological and Technological Change Affecting Indiv	10%	10%		
806	Youth Development	50%	50%		
	Total	100%	100%		

V(C). Planned Program (Inputs)

1. Actual amount of professional FTE/SYs expended this Program

Year: 2007	Extension		Research	
	1862	1890	1862	1890
Plan	47.0	32.2	0.0	0.0
Actual	84.0	3.7	0.0	0.0

2. Actual dollars expended in this Program (includes Carryover Funds from previous years)

Extension		Research	
Smith-Lever 3b & 3c 1792021	1890 Extension 219161	Hatch 0	Evans-Allen 0
1862 Matching 2004776	1890 Matching 219161	1862 Matching 0	1890 Matching 0
1862 All Other 5393974	1890 All Other 386031	1862 All Other 0	1890 All Other 0

V(D). Planned Program (Activity)**1. Brief description of the Activity**4?H Volunteerism ETP

4?H Volunteerism ETP trains and equips 4?H Regional Extension Agents (REA) to be effective volunteer administrators. This project trains 4?H REA's to work with county-based Extension personnel to establish and maintain an effective 4?H Youth Development program that is led by 4?H REA's and delivered by volunteers through community-based clubs, project clubs, school enrichment, and/or in-school programs. Volunteerism is pervasive throughout Alabama 4?H Youth Development and is year-round.

The focus during the current year has been on developing 4?H REA's as trainers, with a secondary focus on direct training and support of volunteers. Early success is determined by 4?HPlus data which records the numbers of trained volunteers, chartered clubs, and volunteer hours. We have begun to evaluate the impact of volunteers on the lives of youth. The ultimate goal of this ETP is to have a highly effective agent-led, volunteer-delivered 4?H Youth Development program. Projected outcomes and impacts include an increased number of screened and trained volunteers leading chartered 4?H clubs in which youth learn leadership, citizenship and life skills.

2. Brief description of the target audience

There are two target audiences: 4?H Regional Extension Agents and volunteers. The targeted audiences differ in experience, socio-economic status, educational background, interest level and time commitment. These differences are in general throughout Alabama.

Our target audience reflects the demographics of the state. According to the most recent census data: Alabama has a population of 4,447,100 which includes 2,146,504 Males and 2,300,596 Females. The median age is 35.8 years. The populations is 72% White, 26.3% Black, 1% American Indian/Alaskan, .9% Asian, .1% Native Hawaiian & Other Pacific Islander, .9% Other.

The target audience also reflects the demographics of the individual community since volunteers are primarily involved at the local level and their involvement is based on the needs of young people in their community.

V(E). Planned Program (Outputs)**1. Standard output measures****Target for the number of persons (contacts) reached through direct and indirect contact methods**

	Direct Contacts Adults	Indirect Contacts Adults	Direct Contacts Youth	Indirect Contacts Youth
Year	Target	Target	Target	Target
Plan	100000	300000	250000	500000
2007	29771	466838	31063	311223

2. Number of Patent Applications Submitted (Standard Research Output)**Patent Applications Submitted**

Year **Target**

Plan: 0

2007: 0

Patents listed**3. Publications (Standard General Output Measure)****Number of Peer Reviewed Publications**

	Extension	Research	Total
Plan			
2007	46	0	46

V(F). State Defined Outputs**Output Target****Output #1****Output Measure**

- ? This program area will include numerous output activities and methods as part of the Extension Team Projects (ETPs) which are described/explained in the prior "outcome activities and methods sections." The success of many of these outcomes will be formally evaluated/measured by using individual activity evaluation forms designed specifically for each activity, the success of other activities and methods will be measured by the level of participation in the activity. In the target boxes below for each year, we are indicating the number of individual activities within the ETPs for this program area that will be formally evaluated using an evaluation instrument designed specifically for that activity.

Year	Target	Actual
2007	14	11

Output #2**Output Measure**

- ? Annual Program Priority Team (PPT) Meeting: Each year 4-H PPT members attend a four-day training at the Alabama 4-H Center where they receive youth development updates, and programmatic updates and training. Attendees are provided with 4-H club kits and other community-club and volunteer resources and materials.

Year	Target	Actual
2007	{No Data Entered}	98

Output #3**Output Measure**

- ? Volunteerism Training Tour to Montana and Wyoming: Eighteen 4-H Regional Extension Agents and Specialists traveled to Montana and Wyoming to observe successful volunteer led club programming. Attendees learned from the experiences of these states in developing youth and adult partnerships and effective volunteer involvement. Staff used these experiences to create Alabama implementation plans.

Year	Target	Actual
2007	{No Data Entered}	18

Output #4**Output Measure**

- ? 4-H Sci-Tech Training of Youth and Adult Teams: Adult volunteers attended 4-H Sci-Tech training along with youth teams and staff. These volunteers learned to deliver Sci-Tech programs to youth within their communities. Volunteers, along with staff and youth, were part of a team which created and implemented Sci-Tech action plans and programs.

Year	Target	Actual
2007	{No Data Entered}	70

Output #5**Output Measure**

- ? Monsanto Volunteer Development Grant: \$3500.00 was provided for Volunteer Development training during State 4-H Congress. Attendees received training in Healthy Lifestyles and in effective Risk Management. Volunteers who completed the training received certificates and 4-H club supplies.

Year	Target	Actual
2007	{No Data Entered}	47

Output #6**Output Measure**

- ? State 4-H Horse Show Volunteer Pilot Program: This model program empowered and trained volunteers to organize and facilitate an important, state-wide event.

Year	Target	Actual
2007	{No Data Entered}	260

Output #7**Output Measure**

- ? Volunteerism Training Tour, Iowa: A small delegation of 4-H Specialists visited the Iowa State Fair to observe that state's approach to empowering volunteers to administer large-scale events.

Year	Target	Actual
2007	{No Data Entered}	4

Output #8**Output Measure**

- ? Extension Staff Training (September): Regional Extension 4-H Agents and County Extension Coordinators with 4-H responsibilities were trained in 4-H PLUS volunteer tracking and reporting, an update on volunteer issues and approaches, terminology review, volunteers screening, and the introduction to National 4-H Brand Network volunteer resources.

Year	Target	Actual
2007	{No Data Entered}	42

Output #9**Output Measure**

- ? Volunteerism Training - 4-H Regional Extension Agents (December): Regional Extension 4-H Agents and State Specialists received four hours of training in a research-based volunteerism model and on volunteer recruitment and volunteer motivation.

Year	Target	Actual
2007	{No Data Entered}	36

Output #10**Output Measure**

- ? 4-H Golf Classic Volunteer Development: A wide array of private and corporate supporters were involved in a fund-raising and educational activity which allowed youth and volunteers to work with staff on promoting and supporting Alabama 4-H.

Year	Target	Actual
2007	{No Data Entered}	154

Output #11**Output Measure**

- ? Alabama 4-H Volunteer Forum: The Alabama 4-H Volunteer Leaders Association hosted a weekend-long educational retreat at the Alabama 4-H Center. Volunteers provided and attended workshops and exchanged ideas and information with other volunteers from throughout the state.

Year	Target	Actual
2007	{No Data Entered}	120

Output #12**Output Measure**

- ? Southern Region Volunteer Forum: This annual forum is held in Georgia and supported by other southern 4-H programs. Twenty-seven Alabama 4-H volunteers attended workshops and interacted with volunteers from thirteen states.

Year	Target	Actual
2007	{No Data Entered}	27

V(G). State Defined Outcomes

O No.	Outcome Name
1	A major outcome measure for 4-H and Youth Development for the 2007 – 2011 program cycle will be the growth in the number of registered and screened volunteer leaders.
2	Each ACES employee is required to provide a success story on the program activity which they felt best demonstrates the impacts of their work. These success stories contain the following elements: Why: Explain the reason the program was done, or the situation or problem that the program addressed What: Specifically what was done and how it was done. When: If this was a one-time event, the date it occurred. If it is was a series of events, or an on-going program, when it began. Where: Specific location-- the county or counties involved. Who and how many: The “who” includes both who did the program and who were the clients of the program, as well as how many people were served. So what: This is the part that gives the real meaning to “success”. The basic question to be answered in this part is “what difference did this program make”. The difference may be measured in terms of dollars, or in changes in habits, lifestyles or attitudes. Whenever possible use numbers to show the effect of the program. If it is not possible to use numbers, provide a qualitative measurement like client comments or another type of testimonial about the program. Since this program area is very broad in scope and contains multiple Extension Team Projects which have different outcomes measures, the impacts for this program area are best measured in the number and quality of the success stories generated by the individuals who work on these projects. Therefore, one very significant outcome measure is the number of success stories generated.
3	Annual Program Priority Team (PPT) Meeting: Each year 4-H PPT members attend a four-day training at the Alabama 4-H Center where they receive youth development updates, and programmatic updates and training. Attendees are provided with 4-H club kits and other community-club and volunteer resources and materials.
4	4-H Volunteers were trained in 4-H Sci-Tech program areas for greater program reach and diversity.
5	Volunteers attending the 2007 State 4-H Congress were provided with outstanding volunteer training opportunities.
6	4-H Volunteer Program Management Pilot - State 4-H Horse Show
7	Provided Volunteer Management training in a variety of programmatic areas and topics to Regional Extension Staff.
8	Provided educational opportunities for Alabama 4-H volunteers at the state and southern region level.
9	Success Story 1: Volunteers Leading the Way to the 'Big-M' of 4-H/Youth Development Programs
10	Success Story 2: Volunteer Led Clubs Making a Difference in Clarke County
11	Success Story 3: 2007 4-H Volunteer and Parent Forum
12	Success Story 4: 4-H at Work in Your Community

Outcome #1

1. Outcome

A major outcome measure for 4-H and Youth Development for the 2007 – 2011 program cycle will be the growth in the number of registered and screened volunteer leaders.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	670	2122

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

As volunteer numbers and training increase, so does quality of the 4-H experience for young people. The essential elements of 4-H Youth Development are Belonging, Independence, Generosity, Mastery. All these essential elements are more successful the larger your base of volunteers become. The Alabama 4-H program received \$238,979.64 in volunteer service in 2007, responsibilities historically paid for by Extension funds.

What has been done

4-H Staff are being training as volunteer managers in order to learn effective ways to recruit, screen, train, and support volunteers so that they can provide a higher quality experience for youth therefore reaching and impacting a larger youth population.

Results

Results are shown as 2007 number, percentage increase:

- #Community Clubs - 178, 47%
- #Special Interest/Project Clubs - 128,18%
- #After School Clubs - 49,158%
- #Adult Volunteers - 2122, 12%
- #Resource Volunteers - 170,415%
- #Direct Volunteers - 768,7%
- #Indirect Volunteers - 1184,3.7%

As you can see, our goal was to increase volunteer involvement and therefore youth enrollment and quality of programming. All our target impact areas had tremendous increase in involvement. Most notably was the use of resource volunteers (415% increase), community clubs organized (47% increase) and afterschool clubs formed by volunteers (158% increase).

4. Associated Knowledge Areas

KA Code	Knowledge Area
802	Human Development and Family Well-Being
724	Healthy Lifestyle
803	Sociological and Technological Change Affecting Individuals, Families and Communities
806	Youth Development

Outcome #2**1. Outcome**

Each ACES employee is required to provide a success story on the program activity which they felt best demonstrates the impacts of their work. These success stories contain the following elements: Why: Explain the reason the program was done, or the situation or problem that the program addressed What: Specifically what was done and how it was done. When: If this was a one-time event, the date it occurred. If it is was a series of events, or an on-going program, when it began. Where: Specific location-- the county or counties involved. Who and how many: The "who" includes both who did the program and who were the clients of the program, as well as how many people were served. So what: This is the part that gives the real meaning to "success". The basic question to be answered in this part is "what difference did this program make". The difference may be measured in terms of dollars, or in changes in habits, lifestyles or attitudes. Whenever possible use numbers to show the effect of the program. If it is not possible to use numbers, provide a qualitative measurement like client comments or another type of testimonial about the program. Since this program area is very broad in scope and contains multiple Extension Team Projects which have different outcomes measures, the impacts for this program area are best measured in the number and quality of the success stories generated by the individuals who work on these projects. Therefore, one very significant outcome measure is the number of success stories generated.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Condition Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	30	24

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

What has been done

Results

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development
802	Human Development and Family Well-Being
724	Healthy Lifestyle
803	Sociological and Technological Change Affecting Individuals, Families and Communities

Outcome #3**1. Outcome**

Annual Program Priority Team (PPT) Meeting: Each year 4-H PPT members attend a four-day training at the Alabama 4-H Center where they receive youth development updates, and programmatic updates and training. Attendees are provided with 4-H club kits and other community-club and volunteer resources and materials.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	98

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Staff must be continuously trained in university-based research on volunteerism and youth development. This is crucial for the effective delivery of programs and it brings consistent levels of quality to 4-H throughout the state.

What has been done

What has been done:

Staff received training in:

*Energy Education For Youth

*Youth and Adult Partnerships

*Robotics & Rocketry

*What's New in 2008 and Beyond

*Healthy Lifestyles

*Evaluation Techniques

*4-H Curriculum

* Teens in Community Service

Results

The 2007 team training had the highest levels of participation this training has ever had. Event evaluations were overwhelming favorable. Staff was trained, inspired, and provided with resources they judged beneficial in providing a consistently high-level of quality to community programming.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development
724	Healthy Lifestyle
803	Sociological and Technological Change Affecting Individuals, Families and Communities
802	Human Development and Family Well-Being

Outcome #4

1. Outcome

4-H Volunteers were trained in 4-H Sci-Tech program areas for greater program reach and diversity.

2. Associated Institution Types

•1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	70

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

There is a national shortage of young people involved in Science and Mathematics. 4-H Science, Engineering and Technology (4-H SET) stimulates young people's interest in applied mathematics and science through "hands-on, minds-on" experiences.

What has been done

Alabama 4-H promotes and supports training volunteers and staff to work with youth in robotics, rocketry and design solutions as well as in traditional animal, agriculture and natural resources education. Volunteers, staff, and youth teams attended a weekend-long training. An important aspect of this training was the development of local plans to support 4-H SET. Seventy volunteers attended the event and created take home plans.

Results

This training and the overall 4-H SET program has created tremendous volunteer participation and support. Twelve robotics kits were placed state-wide to give teams an opportunities for hands on application of training content. This success has led to high-profile publicity for 4-H SET programs and an increased demand for additional resources and training.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development
724	Healthy Lifestyle
802	Human Development and Family Well-Being
803	Sociological and Technological Change Affecting Individuals, Families and Communities

Outcome #5

1. Outcome

Volunteers attending the 2007 State 4-H Congress were provided with outstanding volunteer training opportunities.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	47

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Historically, numerous volunteers have attended State 4-H Congress, our state's highest-profile 4-H event. In the past, they only served as chaperones, with no opportunities for them to learn new skills or otherwise grow. We felt that State Congress was an opportunity for 4-H to better serve our volunteers and well as promote the overall 4-H philosophy of building and supporting our volunteer base.

What has been done

In 2007, we provided optional volunteer training tracks designed to involve, aid and encourage volunteers who desired additional 4-H club training. We provided four hours of workshops on Healthy Lifestyles in 4-H Clubs and Effective Risk Management. Volunteers received certificates of participation, their county received training verification, and they each received 4-H Club kits to use when they returned to their communities.

Results

Forty-seven volunteers received one-hundred and eighty-eight hours of training during the 2007 State Congress. Participation was optional, so adult who participated were self-selected so they were fully engaged and felt that their participation would be of benefit to them and to 4-H. Participants not only appreciated the training, but they felt that there were benefits in being able to share information with their peers from other sections of the state. Volunteers received excellent resources to use in their communities. The success of this program will lead to its expansion and further development during other state-wide youth events.

4. Associated Knowledge Areas

KA Code	Knowledge Area
803	Sociological and Technological Change Affecting Individuals, Families and Communities
802	Human Development and Family Well-Being
724	Healthy Lifestyle
806	Youth Development

Outcome #6**1. Outcome**

4-H Volunteer Program Management Pilot - State 4-H Horse Show

2. Associated Institution Types

•1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	260

3c. Qualitative Outcome or Impact Statement**Issue (Who cares and Why)**

Major Alabama 4-H events and activities have historically been planned and administered by Extension staff. Volunteers have not had an opportunity to feel ownership of 4-H programs, utilize their individual skills, or develop new abilities and responsibilities.

What has been done

The 4-H State Horse Show has a high level of participation by knowledgeable, enthusiastic adults. For that reason, it seemed an excellent platform for modeling what volunteers can achieve when trained and empowered. Extension personnel created a staffing grid for the five-day event. At the event, one staff member facilitated recruiting and scheduling volunteers.

Results

We learned that if asked, individuals will volunteer, and we discovered that volunteers have many different interests and different reasons for volunteering. The keys to the program's success were the diversity of volunteer opportunities and flexibility in scheduling. Two-hundred and sixty volunteer opportunities were on the grid, with an average time commitment of four hours. This pilot saved Extension an estimated \$7000 in salary and travel costs, equivalent to the reduction of six staff positions during the event. This pilot provided valuable insights on the use of volunteers during major events and will serve as a model we will use in the future.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development

Outcome #7**1. Outcome**

Provided Volunteer Management training in a variety of programmatic areas and topics to Regional Extension Staff.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	78

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Although many Extension personnel are well trained and experienced in youth development, they have had little training to support their important new role as volunteer managers. They can only be successful if they have the skills and abilities needed to recruit, train and manage a cadre of volunteers who are working with youth.

What has been done

Two training sessions September and December were conducted to provide Volunteer Management Training. The following training topics were presented:

- *4-H PLUS Enrollment Systems
- *Volunteerism Update
- *Terminology Review
- *Updated Volunteer Screening Procedures
- *Volunteer Application Review
- *Introduction to the Written Reference Form
- *Volunteer Resources On the National 4-H Brand Network
- *ISOTURE model for Volunteer Management
- *Recruiting Volunteers
- *Understanding Volunteer Motivation

Results

All 4-H Regional Extension Agents received in-depth training on Volunteer Management. This included a clear and persuasive message on the importance of volunteer management and the importance of their role in the success of volunteer delivered programs. Members of the 4-H staff now have a clearer understanding of the "nuts and bolts" of volunteer screening and enrollment, as well as improved skills in building internal and external support.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development
724	Healthy Lifestyle
803	Sociological and Technological Change Affecting Individuals, Families and Communities
802	Human Development and Family Well-Being

Outcome #8

1. Outcome

Provided educational opportunities for Alabama 4-H volunteers at the state and southern region level.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	147

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Alabama 4-H Club Volunteers need additional opportunities to grow in their volunteer competencies. Having opportunities to interact with other successful volunteers around the state and to obtain the perspective of volunteers from elsewhere within the southern region provide opportunities for volunteer growth. Volunteers have an opportunity to network with and find their support system as a 4-H club leader. We are identifying and providing role models for 4-H club leaders.

What has been done

Twenty-seven volunteers attended the Southern Region 4-H Volunteer Leader Forum and one hundred and twenty attended the State 4-H Volunteer Forum. Both of these events are designed to support the 4-H club leader with educational workshops and programmatic resources.

Results

147 volunteers received additional educational opportunities through attending and participating in these two activities. Several 2007 participants are planning to share their outstanding programs by teaching an educational workshop at the 2008 Southern Region Volunteer Forum. We are seeing that our volunteers are becoming more competent and secure with their abilities and experiences. Increased confidence should equate to greater comfort at the club level leading to higher quality experiences with young people.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development
724	Healthy Lifestyle
802	Human Development and Family Well-Being

Outcome #9

1. Outcome

Success Story 1: Volunteers Leading the Way to the 'Big-M' of 4-H/Youth Development Programs

2. Associated Institution Types

•1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	190

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Since the restructuring of the Alabama Cooperative Extension System, Alabama 4-H has moved quickly toward becoming a volunteer-led, staff-supported program. It is important that internal and external publics recognize that Alabama 4-H has a strong system in place to certify volunteers through a screening process. And it is important that 4-H volunteers be fully capable of enriching the youth development program through teaching, developing 4-H programs, projects, securing resources, and providing positive life experiences for youth.

What has been done

4-H volunteers contribute time, energy and talent to the 4-H Youth Development program. Direct Volunteers may be leaders of Special Interest Clubs or Community Clubs and are often alone with youth without the presence of Extension staff. In-Direct Volunteers are volunteers who will be in the presence of Extension staff such as In-School Club Leaders, judges, facilitators, etc. Middle Managers are ACES employees who work with the 4-H/Youth Development programs in their county or region. Some of the 4-H volunteer roles may include Direct or Indirect volunteers.

Results

Colbert, Lauderdale and Limestone Counties have a total of 190 volunteers, sixty of whom have been trained, screened and received their "Acceptance Letters." These volunteers were entered in the 4-H Plus database as certified volunteers. There are sixty Direct Volunteers, 120 In-Direct Volunteers and ten Middle Managers. This is an on-going process in which volunteers will be trained on a need basis. The majority of the volunteers were trained as Overnight Chaperons or Special Interest/Community Club leaders.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development
803	Sociological and Technological Change Affecting Individuals, Families and Communities
802	Human Development and Family Well-Being
724	Healthy Lifestyle

Outcome #10

1. Outcome

Success Story 2: Volunteer Led Clubs Making a Difference in Clarke County

2. Associated Institution Types

•1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	80

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

The Alabama 4-H program is evolving from a staff-delivered in-school program to a volunteer-delivered club program which utilizes school-based clubs and enrichment programs to complement the club program. This evolution has been slow, and Extension staff are having to learn to be volunteer managers instead of school teachers.

What has been done

Working from our existing base in rural Clarke County in Southwestern Alabama, we have worked to build a new 4-H program by developing a new mind-set among the many friends of 4-H and the many people committed to positive youth development. To a large degree, this has required informing people on the opportunities that adults can provide to 4-H and then training and empowering them to take advantage of the human resources that are available in the county.

Results

Currently, eighty new members have had the chance to participate in 4-H programming in Clarke County as a result of three new volunteer led clubs being formed. The newly formed clubs are Bassett Creek 4-H Club led by Deborah Harvell, Thomasville Middle School 4-H Club led by LeAnn Moore, and Clarke Prep Gators 4-H Club led by Mary Ellen Huckabee. The Volunteers have expressed the strong impact that the programs have had:

"As a volunteer leader, I'm getting to watch my children come out of their shells and take active roles in leadership. They are already beginning to organize committees and make phone calls to other members in the club. My daughter was in a 4-H in-school club last year, and I want her to be able to continue and enjoy it. I also want my son to be a part of 4-H. That's why I started my own club."

"My daughter was in 4-H last year and I would like for my younger daughter Emily to experience those same opportunities in 4-H too!"

"I'm impressed with the cooperation between the parents and school. Parents have even been making comments about their own experiences in 4-H. I have also seen enthusiasm build in kids from all walks of life who are in my club. The children are always asking me questions like... What can we do next? Can my friends join 4-H? What can I build next? Where are we going?"

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development
802	Human Development and Family Well-Being
724	Healthy Lifestyle
803	Sociological and Technological Change Affecting Individuals, Families and Communities

Outcome #11

1. Outcome

Success Story 3: 2007 4-H Volunteer and Parent Forum

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	120

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

As Alabama 4-H utilizes a new volunteer-led model for delivering 4-H programs, the State 4-H Leader and PPT Team felt that it was critical to see this commitment reflected by a high-profile and valuable statewide event. To give the Alabama 4-H Volunteer Association more ownership of the event, they were given far more responsibility than ever before. Although ACES has historically coordinated the event in its entirety, it is technically an Association function. The goal of ACES was that the majority of the '07 Forum workshops and fun-shops would be volunteer-solicited and taught.

What has been done

Recognizing that change cannot occur overnight, ACES partnered with the Volunteer Association Board to provide only minimal guidance and assistance. The 4-H Volunteers took ownership of the Forum and planned workshops and activities that relate to them as a volunteer instead of what the state 4-H office or Extension wanted them to learn. This ownership of the program allowed Extension staff to focus time on volunteer management and building relationships with their volunteers instead of planning events.

Results

Over 120 attendees from throughout the State participated in such technical and innovative workshops as "Protecting the Health of Your Animal Science Project" to creative 'fun-shops' where 4-H Club leaders obtained an array of hands-on, minds-on activities to take back to their local clubs.

According to post-program evaluations, the program was overwhelmingly successful, with 100 percent of respondents indicating they received practical information and educational resources they would implement in their local 4-H Clubs; they enjoyed the interaction and idea-sharing with Club leaders and ACES professionals from throughout the state; and that they would like to participate in another similar professional development or 4-H training opportunity.

4. Associated Knowledge Areas

KA Code	Knowledge Area
802	Human Development and Family Well-Being
724	Healthy Lifestyle
803	Sociological and Technological Change Affecting Individuals, Families and Communities
806	Youth Development

Outcome #12

1. Outcome

Success Story 4: 4-H at Work in Your Community

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2007	{No Data Entered}	0

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Residents of rural Greene and Sumter County in the "Black Belt" region of West Alabama believe that one of the biggest gaps in community life involve "Positive things for our young people to be involved in." Like families and communities everywhere, they hope that their children will be part of a group of kids who want to amount to something in life. They want them to develop the skills and the habits they need to succeed in a complex and challenging world.

What has been done

A new Regional Extension Agent was hired who began actively talking to community residents about how young people needed them to be involved in their lives as 4-H volunteers. The REA discussed the opportunities that 4-H has to offer, and how -- working together - staff and volunteers can make a positive difference by teaching young people life skills like self-confidence, good communications, and responsibility. There were informational barriers to overcome, concerning the availability of 4-H opportunities and its applicability to the lives of contemporary youth.

Results

The list of volunteers is growing, and 4-H staff and volunteers declare that they will be able to look back on 2007 as a great year for youth development in Greene and Sumter Counties. There are six newly-screened and trained adult volunteers. Two 4-H clubs have already been chartered, a Junior Master Gardeners Club is in the works, and another school-enrichment club will focus on robotics and technology. Also a Youth Leadership Club is being planned and organized. Community residents feel that this is a great start for 4-H Youth Development and just the beginning of an outstanding impact for youth in our communities. More people are welcoming 4-H back and asking what they can do to help the next generation be part of this great tradition. That reflects a healthy foundation for 4-H. It recognizes that 4-H doesn't belong to just the Extension office; it belongs to young people and families and communities.

4. Associated Knowledge Areas

KA Code	Knowledge Area
803	Sociological and Technological Change Affecting Individuals, Families and Communities
724	Healthy Lifestyle
802	Human Development and Family Well-Being
806	Youth Development

V(H). Planned Program (External Factors)

External factors which affected outcomes

- ? Economy
- ? Competing Public priorities
- ? Populations changes (immigration,new cultural groupings,etc.)

Brief Explanation

Certainly the economy is affecting everything taking place in our communities. Because of increasing gas prices, parents are looking for opportunities for their children in their local communities. National trips and fee based programs have also seen a decrease as parents are being forced to make tough economic decisions for their families. The state of Alabama has a wide variety of population issues and varies so much from county to county. These differences include rural vs urban, socio economic status, access to and distance from community resources.

V(I). Planned Program (Evaluation Studies and Data Collection)

1. Evaluation Studies Planned

- ? Before-After (before and after program)

Evaluation Results

Our main goal in 4-H Volunteerism is increased volunteer enrollment and training and staff training.

Impact Area

2007

2006

% Increase

Community Clubs

178

121

47

Special Interest/Project Clubs

151

128

18

After School Clubs

49

19

158

Adult Volunteers

2122

1890

12

Resource Volunteers

170

33

415

Direct Volunteers

768

716

7

Indirect Volunteers

1184

1141

3.7

Economic Impact of Volunteer to Alabama 4-H:

2122 Volunteers Volunteer an average of 6 Hours/Year = 12,732 Total Hours = \$238,979.64 ECONOMIC
IMPACT (2007 Value of Volunteer Time = \$18.77/hr as determined by the Bureau of Labor Statistics)

In addition to huge strides in volunteer enrollment and economic impact, we also had success in training our 4-H field staff that function at the local level. Three training opportunities took place in 2007 January, September and December. Never have we offered so many opportunities to address volunteer management or provided so many opportunities for staff to ask questions and communicate with their peers state-wide. This training is why we had the successes identified in the above table and were able to provide economic impact at this level.

Key Items of Evaluation

Highlights Of Reported Accomplishments:

Economic Impact of 4?H Volunteers to Alabama = \$238,979.64 (More Information In Evaluation Results)

4?H Volunteerism Contacts: 40992 Direct & 389084 Indirect

4?H Volunteer Statistical Increases Noted in Evaluation Results (Based on 4?H PLUS ES237 Statistical Information)

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